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A. Information about the Suggestor:

[REDACTED] GS-7, Administrative Assistant, DDF/WE

B. Summary of the Suggestion:

The suggestor proposes that present leave regulations be amended to provide for the advancing of a full years leave credit to each employee's credit at the beginning of each year.

C. Evaluation of Concerned Offices:

The Research and Planning Staff, Personnel Office has informed the Committee that the accrual and use of the several types of leave are governed by law and Civil Service regulations promulgated under the authority of law. The evaluation of the Research and Planning Staff is also seriously doubtful if the suggestion for advancing annual leave for the entire calendar year would command the official support and withstand the Congressional scrutiny which would be necessary to insure its approval as law. Files attached for Committee reference.

D. Note:

Rejection for award of this suggestion appears to be indicated in view of the above appraisal. A letter of appreciation expressing the Committee's interest in the constructive thinking and initiative shown by the suggestor is recommended.

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Secretary, Incentive Awards Committee

Research and Planning Staff

14 MAY 1959

Employee Suggestion No. 152

1. Reference is made to Employee Suggestion No. 152, attached, recently submitted to this Staff for evaluation.

2. It should be noted at the outset that the accrual and use of the several types of leave are governed by law and Civil Service regulations promulgated under the authority of law. The Agency itself does not have the authority to amend or revise these provisions administratively. However, the problem of home leave posed in the referenced suggestion is generally known and repeated efforts have been made by various Agency Offices to rectify the difficulty. Under the graduated leave provisions of Public Law 233, 82d Congress, employees with less than three years' service earn 13 days of annual leave each year. Paragraph 5 of the suggestion erroneously interprets the leave status of such employees under the restrictive effects of Public Law 233 and Public Law 110, 81st Congress, since 22 leave days are the equivalent of 30 calendar days, required for home leave purposes. Nonetheless, there results a severe hardship on overseas employees, many of whom fall within the category of 13 days' accrual per annum, when they must limit their leave-taking in the United States prior to departure and while overseas to a total of four days in two years. It is difficult though possible and obviously defeats the purpose of annual leave. Appreciative of these facts, the Personnel Office has recommended that the DCI approve the presentation of legislation extending the home leave benefits of the Foreign Service to CIA personnel, and the Legislative Counsel of the Agency has submitted such legislation a number of times.

3. The second part of the suggestion considers the rate of annual leave accrual in relation to vacation time. The problem, as stated, indicates that an individual accruing at the rate of 13 days a year would be required to take LWOP for a part of the vacation if the latter is taken between 30 June - 31 December of a year. Attention is called to the fact that no significant problem arises for employees taking vacations from October to the close of the year since 10 days of leave will carry an individual in a pay status for two weeks. Furthermore, the Agency Regulations provide that employees who have served continuously for a period of ninety calendar days may be granted advance leave not to exceed that which will have accrued by the close of the calendar year in cases of emergency. It is seriously doubted if the suggestion for advancing

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annual leave for the entire calendar year would command the official support and withstand the Congressional scrutiny which would be necessary to insure its approval as law.

4. This Office is in accord with the need for remedial solutions to the hardships imposed under the restrictions contained in the suggestion. For the reasons stated, however, it is believed that appropriate action has already been taken to implement that part of the suggestion which is feasible, and no award for the suggestion is recommended.

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